

Moderator: Good afternoon, everyone, and thank you for joining us on this weekly conferences call. To get us started today, General President Jim Hoffa. Mr. Hoffa?

Jim Hoffa: Well, I want to thank everybody for joining me on this affiliates call. Now I think during these very difficult times it's important that the IBT, the joint councils, and the local unions all keep in contact with that's going on and we do that through these type of calls, we do it through our Facebook, we do it through our website. These are all ways we communicate. And right now we really don't want anybody saying what's going on because we're giving them plenty of information and I want everybody to know what is going on with regard to this terrible time we're going through with the coronavirus and the pandemic.

This is our third call. Last call we had over 1200 people on this call, so people are interested in what's going on and find out what's going on in the International right now. To date, we've had several different Teamster divisions on: small package, warehouse, freight, public service, waste, DHL Express, and airlines. Today we're going to have four more directors on, as well as our general secretary-treasurer talking about what's going on in their divisions. We're also going to have a safety update from LaMont Byrd, who keeps up to date – he's our safety director. He also – make sure – he has a very good website. Go to teamster.org. It has everything with new developments and new requirements from the government. I think that's very, very important.

Also, the IBT, and I know the joint councils, I know the directors are doing this, are keeping in contact with each other by conference calls and also I, as I said, our Facebook and our IBT website. These are all ways that we do this.

Also, last week we had Rebecca Stein on. Call the IBT if you need her assistance on how to set up Zoom calls with regard to things going on in your joint council or your local. If you want to set up a call, if you want to set up a conference call, if you want to set up a visual conference call, she knows how to do it. And give Rebecca a call. That's one of the services we provide.

Also, we're keeping everybody advised with regard to political coordinator. We're making sure that we keep that going right now because it's important you know what's going on with regard to everything you hear about the stimulus package, about the different developments going on. And some of you are saying, "Well, what's

in that for my – the employer I work for?" We might be in trouble there.

I also know that the division directors – I've talked to many of them today and over the weeks – they're busy having conference calls with people in their local and their directors to make sure everybody knows what's going on and we're working together at all times. And I think that's really important that we keep doing that.

Some of the stories that I'm hearing are really great stories, and I want to share a couple with you. And I know that for every story I could tell everybody out there could tell stories like it. And these are just a few of what's going on about what the Teamsters are doing out there and how important they are to America today. During these times we're really in the front. We're the heroes. We're the first responders because we're not sheltering at home. We're out there working every day. For instance, Kim Campbell, who is one of our members from Flint, Michigan, Teamsters Local 332, she's a respiratory therapist. Can you imagine how busy she is right now with all the coronavirus going on right now? She's busy and she's doing everything she can to people coming in with shortness of breath and pneumonia to make sure it doesn't develop into coronavirus. And if it does, she knows what to do.

That's the kind of thing where our people are at. Sometimes people forget that we're in every walk of life, or as I like to say, from airline pilots to zookeepers. And people always think, well, we're UPS or we're truck drivers and they don't realize that we're nurses, we have attorneys, we have court reporters. We have really everything.

Another call here. Jerome Westpoint, one of our great members from 728., works for Republic, a service in Atlanta. And we heard last week from Chucky Stiles about Republic, but he's out there every day doing something that we take for granted. He's doing the solid waste. And that's an important part of what we're doing, especially right now with all the developments going on right now. And to make sure how important that is and make sure – we take flushing the toilet and things like that for granted, but he's out there every day making sure it works. And I think that's important for us right now.

Another great story is Edgar **Orlana**, out there every day working in Local 570 in Beltsville, Maryland. He works at a Costco store and he was telling a story about how he helps older people come in

and helps them shop. They can't get around. They don't know how to get around the center. And he helps them shop, and he's done that, and he says it gives them a great feeling when people walk up and thank him for what he's doing, and that's what it is to be a Teamster at Costco. And he said it really makes it worthwhile, all the work that he's been doing there.

We also heard from Nick Hart, a Local 355 UPS driver. He's out there every day making residential deliveries, telling us how he's doing more residential now and that business is going down and not as much as it used to be, and how he's doing every day he can to keep safe on the job, to make sure that he's got gloves. He sanitizes his area where he works. He washes his uniform every time he wears it. So, that's the kind of thing he's doing to keep safe. And I know all of us are being careful with that.

Carrie Sapienza. She's a senior groundskeeper at Brookfield Zoo. And again, there's that airline pilots to zookeepers. She's at home right now but she goes in and makes sure the animals are fed, makes sure the grounds are clear, makes sure everybody is taken care of. So, she's on the job every day.

And the same thing with Sean Timmins. Sean Timmins is a DHL member from Local in Oakland. He tells me the other day he delivered 50,000 COVID-19 testing kits. Does that sound essential? That's why teamsters are marked as essential workers when it comes to what's going on in America.

So, we're out there every day and everybody here can tell me stories that you've heard where you live and what you're doing. We're doing everything to get hand sanitizers. We're keeping pressure on employers to make sure we have a safe workplace. But you've got to make sure you speak up and tell them, "We need to have sanitizers. We need to keep this place clean. We need to have somebody making sure that there's someplace to wipe the trucks down, basically have things for our hands." We can provide gloves. These are the kinds of things we're doing.

Also, you're going to hear some great stories, and I know you've been reading about them every day, and it's called heroes pay. And it goes along with what we did – Denis Taylor did with UPS and what we're doing with Kroger with regards to Steve Vairma. We've negotiated two hours of extra pay during these difficult times for a lot of our workers. We're also going to hear that from Budweiser. So, there's a ten percent increase in pay. So, the employers are realizing how hard it is to keep people working and the many,

many hours that our Teamsters are doing that. They call it heroes pay. Whatever it is, it's not enough. But I'm just glad to hear that. And those are the kind of stories that I think you want to hear, and you can relate that to people in your community when you go out there.

In L.A. Teamsters out there, every day Ron Herrera and our good friends in Southern Cal, they delivered out 20,000 dinners to needy families. That's Teamsters all the time. That's a great story.

We're out there very day. There's many, many things we can do. But we've got to make sure that we're in the forefront, we're visible, we're out there every day. I talked to my UPS man who made a delivery today. He's out there. He realizes how important this is. And we're going to get him through and do through this together. Stay safe. And now I'm going to turn this over to our secretary-treasurer, Ken Hall.

Ken Hall:

Well, thank you, Jim. And thank all of you for taking your time with this call. I know you're incredibly busy and I just want to thank you for everything that you're doing for our members. It's very difficult to serve our members during these times, but I've got to say the Teamsters at every level have stood tall and are doing a great job. And again, thank you.

I know at my local we're going through the same issues that all of you are. We're all making the best of the situation and learning to be creative and working some ways that we're not used to working. It is important that you know that the GST office is working and we're functioning. Our office is also dealing with the same frustrations that you are but we're making it work. We may not be able to respond to questions and concerns as quickly as we could when people were in our offices but we're open for business and doing our best to accommodate our affiliates.

There's some questions people have that we just don't have answers to. So, I would ask you to please be patients as we work through these. Just like all of you, we're doing our best in these unsettled times and we don't want to give anyone inaccurate information. Last week, a memo went out instructing locals how on how to request a temporary dues waiver for our members who are working reduced hours because of the pandemic. That memo includes an e-mail address for you to e-mail your request, so please make sure you follow the instructions on the memo and get your approval before you make any changes. We're doing our best to respond to requests within a day.

Another important deadline you need to be aware of is the LM-2 deadline. The Department of Labor has said that it will not penalize unions that file their LM-2 reports late as long as it's filed by June 30th and as long as the delay is because of the coronavirus. That being said, you should do your best to file your LM-2s as timely as possible. But you do have some breathing room.

I'll now end this – I'll now end my portion because I know you need to get back to working for your members and we have a lot more very good information that you're going to hear on this call. So, stay safe. Let us know if we can help in any way. I'll now turn the call over to François Laporte from – the President of Teamsters Canada. François?

François Laporte:

General-Secretary Hall, thank you very much. General President Hoffa, good day. Thank you for the opportunity. And I will be brief. I will present a short report on what is going on in Canada. Like everybody around the world, our local unions are actually – have been hurt badly with – by this crisis. We expect a reduction of our membership between 40 and 50 percent. All of the airline industry is grounded. There is very little action at the airport. The construction industry is very slow. And our industrial sector is almost closed everywhere around the country. So, our economy is very, very slow right now. The Canadian government has announced a comprehensive package to support the working class, to support the small business, and more announcements will be – will come up in the coming days.

Our health care system is designed to sustain the crisis but at this point what we realize is we are running out of equipment and the governments are working hard to find solutions to that. One of our major concerns right now is for our members who are in the transportation industry, whether it is truck drivers, railway workers, package delivery workers. We are facing difficult sanitary conditions and it's a concern right now. What used to be a problem for the long haul – and I mean, for example, lack of access to toilets on the road, what used to be a long haul driver's problem is now – that problem is now extended to the city delivery workers. So, this is a problem that we are facing. And some of our members are expressing serious concerns when they go to the United States, the truck drivers who are crossing the border, specifically the ones who go to New York State, Michigan, Washington. So, they are really concerned by that situation.

We are pressing the employers to provide the equipment and to adapt appropriate practice. So, we are in constant communication with Transport Canada and Labor Canada to help our people. The cross-border traffic for the regular citizens is down by 98 percent. Only the ones who are working in essential sectors are allowed to cross the border. For example, we have nurses who live in London or Windsor and Ontario who are also working in Detroit. So, these are people – these people are allowed to cross the border but the other ones are requested to stay in Canada. For the trucking industry, the traffic is down by 20 percent. So, just the essential goods can be transported by truck and can cross the border.

So, that concludes my report and I will turn this over to LaMont Byrd.

LaMont Byrd:

Thank you, François. There have been a few new developments since our last call. First, I'd like to let you know that the Safety and Health Department continues to develop fact sheets and checklists that can provide you with information and tools on COVID-19. We have fact sheets containing general information and fact sheets that have been created for specific divisions and industry sectors. You can find these checklists, fact sheets, and other information at teamstersafety.org and teamster.org.

With respect to regulatory changes that have occurred affecting drivers, the Federal Motor Carrier Safety Association issued waivers to suspend the hours of service regulation for motor carrier operations that are responding to the pandemic by delivering medical equipment and supplies, food, or transporting persons who are required to be quarantined or who have medical expertise and are needed in the response effort.

There is also a waiver that provides an extension to the commercial driver's license for city-qualified drivers and for medical certificates for all commercial drivers if their CDL or medical certificate expired on or after March 1st. This waiver extends the validity of those credentials until June 30th. So, those drivers will have until June 30th to get their licenses and medical certificates renewed.

The FMCSA also provided motor carriers with regulatory relief regarding drug and alcohol testing. If a motor carrier is having difficulty conducting testing because they don't have access to medical personnel or collection facilities, carriers can notify the Federal Motor Carrier Safety Administration with an explanation of the specific reasons why the testing was not conducted and the

carrier will not be penalized. There's a lot of detailed information on these waivers in the fact sheets that I mentioned earlier.

As many of you know, the Safety and Health Department has a group of worker health and safety trainers that are based across the country. These Teamster instructors have a very high level of expertise in providing health, safety, and transportation safety training. We've been in contact with the federal agencies that currently fund some of our training operations to find out if we can reprogram funding to expand our training activities to use our instructors to conduct training on the coronavirus. The initial feedback from the agencies has been positive and we are in the process of working with the agencies to develop training modules that can be delivered via an online platform.

We are also planning to respond to a notice of funding opportunity that was issued by the National Institute of Environmental Health Sciences. This funding opportunity could provide us with funding to conduct direct awareness-level and operations-level training and a train-the-trainer program to address the COVID-19 and other infectious diseases to Teamster members.

I'd like to take this opportunity to update you on what's going on with the CDC. So, the Centers for Disease Control is reporting that the number of cases of COVID-19 continue to increase, with many of those cases occurring among younger people. Now, the agency is also reporting that a significant number of people who are positive for the virus are asymptomatic but they can still transmit the virus. The CDC is also reporting that the virus can be transmitted much easier than the seasonal flu, and with this in mind the scientists at the CDC are now looking at the benefits of having everyone wear some type of face covering or mask, as there is evidence that normal talking and possibly even just breathing may transmit the virus, and by having everybody cover their mouth and nose it may reduce the risk of those asymptomatic people transmitting the virus. And this is an issue that's in development. We are monitoring it. We'll let you know as things further develop.

The last thing, as I wrap up, the experts are now predicting that once this pandemic passes it's very likely that there will be a second wave and we must prepare ourselves. And the last thing that I'll say is that we have to make a special effort to comply with the recommendations concerning social distancing. The experts are telling us that this is our most powerful tool to reduce the spreads of the virus, so we need to use social distancing.

With that, I'd like to thank you. And I'd like to take this opportunity to introduce Kevin Moore.

Kevin Moore:

Thank you, LaMont. Good afternoon, everybody. First, I want to thank General President Hoffa, General Secretary-Treasurer Ken Hall, the international directors, the division directors, our joint councils, our local unions, and our staffs. But first and foremost, I want to thank the heroes that are working on the front lines putting themselves in harm's way to keep this country rolling. That is our members and I truly thank them.

I also want to thank Roy Gross, my assistant director, on your entire national car haul division committee that have been working tirelessly to stay on top of the COVID virus and the layoffs and the demise of what's happening here in the car haul division. There is 6300 car haul members in this country under the national division. We have 3692 on layoff as of today. That is a 60 percent reduction in our workforce and that number is going to drop daily. Next week sometimes I'll have a better consensus of the loss but this is going to be dramatic in the car haul division. There's things that are happening here that has never happened before in car haul, and this is why I want to thank everyone in my committee.

And those of you who don't know, car haul for the last hundred years, when you get laid off or displaced from your job you lose your health care coverage. Well, we engaged the committee and our employers immediately during this pandemic and we have got our car haul companies to agree to pay two weeks health care benefits for our laid off Teamsters. That cost is enormous to our car haul companies who are operating at a very short balance sheet. Just the two companies alone, Jack Cooper and Cass – and this is to the tune of \$1.5 million for the next two weeks – we will be assessing that with the committee and our companies going forward.

We also negotiated a COVID-19 memorandum of understanding that will be on the IBT website covering the duration of 30 days. It also has – I'm going to give a shorter review because it's a two-page document – a shorter review of this document. It will have paid leave for those directly impacted as well as the health coverages provided in this bill. It has the attendance policy. As you well know, our busing division is getting directly impacted. We have a lot of our members that have wives working in the busing division. Schools are being closed in Michigan. It's under shutdown. And so, there's an attendance policy relaxed for our car haul members. And even if you have a wife your children are

home, they will relax this attendance policy to make sure that you first and foremost are taking care of your family.

We also did some changes in this modification of the COVID memorandum of understanding because what we don't want in car haul and the spread of this pandemic, as you can well see how it changes by the hour and by the day, it depends on what guy is at the podium speaking to you, this pandemic, I do not need any of our locals throughout the country standing at a dispatch window with 30 and 40 people shoulder to shoulder in this pandemic. So, we've relaxed dispatch rules in the car haul. We are allowing them to do phone dispatch, tablet dispatching to keep the social distancing, to make our members safe and their families safe during this pandemic.

We will revisit this 30-day document at the end of the 30 days. Like I said, this will be online for the car haul members and local unions. The local unions have already got this and the committee has this.

I just want to say for our car haul unions and the local workers out here that this is going to be a rolling curve. We must stand together like everybody has in this call – all the visions – locals, international, joint councils, and presidents, but our members. There's a lot of hysteria and people panicking but this call with this leadership and our Teamster brothers and sisters and our leadership, we will get through this together.

In closing I would just like to say a few more things. I – Michigan is now an epicenter here in Michigan and it is getting worse by the day. I have been working with the UAW. Michigan is now going to be – so, the automotive plants, with Ford, General Motors, and Chrysler, are now going to be building respirators, medical supplies, masks for the amazing health care people that we have out here in this country. And we have a division of health care nurse that are extremely putting themselves in harm's way and the least we could do for these people, these men and women, is get them the damn supplies that they need to make sure that the citizens are protected, first and foremost that they're protected. And I commend the UAW, Ford, and Chrysler, but I also commend the UAW – we've been having talks for the last few days – because we've been doing it for a hundred years with the Teamsters union. They've been building them; we've been hauling them. And so, I'm in conversation with the leadership of the UAW, Ford, General Motors, and Chrysler. They are going to build these products. And I want to thank Ernie Soehl, our freight director. We are going to

put a collaboration together. They will build them; we will haul them.

We also are going to try to work with some of our displaced car haul workers that are out of a job to see if there's any work that can be available in these freight companies. These supplies are going to be being built. We want to make sure that we give them every opportunity to earn income for their families and move these products to the marketplace and to hospitals.

I also want to say before closing, before I turn it over to our director, Tommy Blitsch, at the convention center – and him and I will be having further conversation along with Nina Bugbee, our nurse division director – the TLC Center, the old Cobo Hall Convention Center in Detroit, Michigan, along with FEMA and our politicians and the City are putting together as we speak today a FEMA hospital with a thousand beds in the convention center. We will have our Teamsters working in that convention center. So, there's another thing that the Teamsters are doing together to make sure this country is moving and running straight and getting through this COVID virus that has never been seen in this history of this world. But I want to thank all of you for your tireless hard work. I believe together the Teamsters have always stepped up to the forefront. And we will get through this pandemic together if we stand together as one. And I want to thank everyone for being on this call. Thank you. And at this time I will turn it over to our convention director, Tom Blitsch.

Tom Blitsch:

Thanks, Brother Moore. Good evening, everyone. Thank you, President Hoffa and the general executive board, for continuing to have these meetings. The convention and casino division obviously was one of the first divisions hit at the beginning of the COVID-19 virus. Last conference call, a little bit of a bummer. A little bit more upbeat. There are some things that are going in place or that have taken place and are going to continue to take place. The convention industry contractors are putting together – and I mean all of the companies and the general contractors – some legislation to help the companies. I've talked to several of their corporate – individuals at these companies and they are being – it looks like they're being represented by the Gephardt Group, who I believe we have a decent relationship with through our international, to try to put together some legislation to help the convention destinations in the United States.

And I think it's important that we engage with our contractors, both internationally and locally, and try to help them. Conventions and

trade shows really is not traditional work. It's more casual work. But in the end, when the trade shows or conventions don't come to an individual destination, whether it be Chicago, Boston, Florida, Los Angeles, there's no work for our members. So, I've committed to these companies that we would work with them through any kind of legislation that they want to put forward that would help bring shows back to the destinations here in the United States. In doing so, I also told them that we would be reviewing anything they do obviously with Legal and with our lobbyists from the IBT because we want to make sure that our members' best interest is being taken into consideration as they're doing this.

Also kind of on the good news part, the convention destinations are trying to play ahead and trying to reschedule shows for later on in the year. So, they're looking forward to once we get through this possibly having some type of maybe scaled-down shows of what has been cancelled in the last couple months in the United States. Obviously, the virus dictates it all right now, so – but I am very happy that these destinations are looking ahead and trying to reschedule because that gives our members the possibility of work in the near future, and we want to give them some good news while we're dealing with all this bad news.

Like I said before, we need to support our destinations. We also need to support as a division any type of legislation that goes with the airline division or airlines, tourism. These industries help the convention industry and the casino industry. People can't fly. People can't drive. People can't stay in hotels. It hurts tourism in all of our cities. And we need to support legislation to help those other industries out because it's a trickle-down effect. And the trickle-down is to our casinos, to our trade shows, to our convention events in the United States. And that trickle-down ends with our members going to work and being able to go back to work.

We came up with kind of a novel idea. I had sent out a memo earlier in the week, and if I kind of confused people, I apologize. Our local union here in Las Vegas, we have more than just conventions. We have other industries: UPS, buses. We've run into a situation like many local unions where PPE is not being made available by companies. Some companies that employ our members that we represent didn't play ahead. Some of them don't care. We took a shot in the dark this past weekend just sending out an e-mail to all our convention industries who have closed their doors and our government employees who have closed their doors as well in a plea to look for PPE for our members who are at risk.

Our medical waste people at Republic Services. Our bus paratrans unit who are busing sick people around. Our UPS drivers.

We didn't expect to get a response but we did. We had a local contractor who had shut their warehouse down who we met with on Friday and supplied us with all the PPE that they had in their warehouse that we were able to get out to our members and our other industries. So, I encourage the locals that have trade shows, the locals that have conventions, the locals that have any type of signatory employee who currently has their doors shut down, reach out and try to see if they have some PPE so we can get to our other members who are in need. There are employers out there who care and there are employers that are willing to help. So, I think that was kind of an untapped resource in a desperate time that worked very well.

I'd also like to – our convention members, our trade show members, they're kind of used to being unemployed at certain periods of time. We've reached out here to our state government and our local government and I encourage all local unions to do the same with theirs, is we have skilled members who are available and out of work right now. People who have CDLs. People who have forklift. CDLs and forklift certifications and qualified people are very important right now as we see more and more cities, these popup medical facilities getting put up. I encourage the local unions to reach out to their political people in the state and let them know that, hey, we've got people out of work that have these essential skills that can help put up these very important medical facilities. I can tell you here in Las Vegas they did something for the homeless this past weekend and they called us and within an hour we had about a hundred of our Teamsters Local 631 members show up and volunteer their time to help put up these camps for homeless people. So, our members who are not working right now, they have great skills, and I think if you put it out there, you'll be surprised at how many people are willing to help.

Tomorrow we have a casino industry conference call that will be hosted by our assistant director, Veronica Sawyer, considering casino closures, layoffs, negotiating health care benefits and pay. We encourage everyone to be on that call who has casinos in their local unions.

In closing, General President, this is a strange time. But for the first time in a long time, unions are in the majority right now. In an era where most think unions are not important, we are the essential workers, from nurses to UPS preloaders and all unions. The

essential workers in this country right now, a majority of them are union members, whether it's Teamsters, SEIU. So, in an era where people don't think that unions are important and have lost the union way in some areas, right now they're seeing that we are more essential than ever. And I think that we all need to continue to do what we're doing and people will remember. And when we get through this I think you're going to see a shift in the United States in how other people who are not union see how unions, especially the Teamsters union, treat their members and why they should be part of the union movement.

So, with that, I want to pass on to Nina Bugbee. Sorry I took so much time. I'm working on a couple hours sleep a night. Thank you, everyone. If anyone needs to get in touch with me, you have my cell phone numbers and my e-mail. I thank all of you for your help. And take it away, Nina.

Nina Bugbee:

Thank you, Tommy. And again, I would like to thank General President Hoffa for the much-needed health care division, especially during this COVID-19 pandemic. I'd also like to thank the health care region representatives and the IBT staff. Similar to other divisions, the health care division is working diligently day and night to address local and member needs in crisis. The assurance of personal protective equipment, PPE, remains front and center. Teamsters have been successful with that endeavor within a number of clinical settings. Of course, this has included using Teamsters power for leverage. Through the media, with public embarrassment and shame, nonetheless, Teamsters power gets the job done.

The health care division has been working with IBT Communication and SRC and we would like to announce on today's call a PPE, a personal protective equipment workers survey that will be posted on the health care division website this week. Of the 50,000 health care members within the division approximately 25,000 are within hospital settings. We did a pilot test of this survey at Local 332 and within one hour we had 250 responses. And the health care facts are – with the survey – that the workers – even from other unions, as Tommy mentioned, and non-unions – are logging into the Teamster website to have their voices heard. So, you know what that means. It's a sign in the future that when we're on the other side of this pandemic Teamster organizing will take place.

The health care division made numerous demands to bargain. Some facilities, obviously, work better than others. We've made

gains with workers maintaining their hours of work, of course, but especially in schedules with department closures due to elective surgeries and so on and so forth. There remain work opportunities in other areas and pay provisions accordingly. We've had relaxation of attendance policies, shifts, PTO usage, and the list goes on and on. And we will continue to work and bargain the effects of COVID-19.

We continue to applaud and acknowledge Teamster Strong: frontline workers, essential workers. And lastly, I would like to mention Red Cross. Initially, with the onset of COVID-19 5000 blood donor sites were cancelled, leaving approximately a loss of 150,000 units of blood. That kind of took my breath away, with much needed units of blood in many different arenas. But they're on the rebound now with – and a look ahead. And the look ahead is to make you aware of just what happened last week, March 24th. The FDA announced a new initiative to collect blood plasma, referred to as convalescent plasma, from those who have recovered from COVID-19 to treat people with serious or immediately life-threatening COVID infections. Convalescent plasma has antibodies specific to COVID-19, making it ideal to treat these patients. And the American Red Cross will be playing a critical role in helping to execute this development in the fight against COVID-19. And so, this means Teamsters always in action working to save lives.

And that concludes my report. And I would like to turn – or pass the baton to the great director of the beverage division, Greg Nowak.

Greg Nowak:

Thank you, Nina. I want to say personally what everybody has said earlier. Thank you, Jim. Thank you, Ken. Thank you all on this call. From our division it's a little – I don't want to say it's a little different. Nina, you guys are frontline, you are first responders, and thank you to you for doing what you are doing. Tommy, I want to give you a personal thanks because Veronica – we've got two casinos here in my local – three casinos, I'm sorry – in our local here. But I'm not going – I just want to thank you because we need them back open. We've got to get to where we can get to. I don't want to give a political speech, but what I do want to say is thanks to everybody on the phone.

I'm just going to give you a very brief update on – you know, in the beverage industry it's a little different because we have to – we were deemed essential for whatever reason. We don't have that control over the designation over whether – if I'm essential or not.

But all the breweries are open. Miller, Coors – everybody. Budweiser. We were successful. And I'm not – I don't want to brag; I don't want to say what we did. We got a great pay increase for the people that are frontliners that are at the breweries; they're getting ten percent of their gross wage. Seven-Up, Pepsi, Faygo. Here – and not only here in Detroit. I've heard some things. We have nationally done some things – not me, my staff. Everybody has worked to get them because they were deemed essential. We got them increases, some more than others. And we've done the best we can with what we've had.

And with Jim's support – and Jim and I talked earlier and I'll get on with that – we have somewhat – three of the breweries are going to be producing sanitizers. So, in talking to Jim earlier, Jim has supported that it may have to be because of a union contract sent someplace else to have it bottled and/or packaged. We have agreed that – we told, I told Budweiser that here is we're going to do. The Teamsters will – and Jim had a very good idea – the Teamsters will do that work but also the Teamsters will pay for shipping it from point A to point B. And I've had a couple locals out of New York, and one of the plants is going to be in New York – we're going to send that, we'll pick that up – and Jim and I talked about that. We'll make sure that the Teamsters are the ones that transport it from point A to point B with a Teamster truck.

And I think that it's very important that we, one, follow suit with masks. Jim and I talked about this earlier, about masks for our people. And Nina and you guys in the – or Nina and the health care, we've got to make sure that we can make all of our members as safe as we possibly can. I know we all do this. So, when I'm contact, the biggest thing here is, okay, well, our guys will be in contact with – you know that everybody congregates in one area. We've got to be better at that, I think, one. But two, as Jim said, it's like, well, we've got these facemasks. And this comes out of the West Coast. Let's get them, let's get them to our people, and let's make that happen.

And I will say this – and Nina, you're going to probably kill me – I know that Budweiser donated \$5 million to Red Cross, and trust me, they got it from us, that, hey, we get that, and they have, they've stepped up to the plate. But it is – this is a set of circumstances that nobody could have ever envisioned to happen, one. And two, the only ones that can make this work is us. And François, you guys in Canada, it has got to – it's got to get better. I think that everybody says it's going to get worse before it gets

better, but the thing is at the end of the day we've got to strive for making it better and getting it done.

And again, our – as it relates to the beverage industry, we're deemed essential. I – hats off to anybody that's out there going into a party store delivering, one. Our guys – I'm talking about our guys. And then, the thing is it's the party stores and also the chain stores. They're going in, whether it be water or necessities that they need, our guys are out there on the front line. And they're getting paid – I'm not going to say percentages or numbers. It's all – what makes this possible and us to have the leverage to get wages for our people are the people on this call.

So, I've just got to say thanks to everybody. And Jim, you and I, we talk a lot. The one thing is when we need something we're all here. Whatever division it is, whether it be Canada, whether it be here in the States, Jim always picks up the phone. He's on top of it. And he calls me when – he's extremely right with "Greg, what do we do with this?" Masks – and Jim, you can close on this, but the thing is immediately when I called him about masks for delivery drivers, for anybody – I think it encompasses anybody – you know what he did? He picked up a phone, called me back, and said, "Greg, let's put this together."

So, again, Jim, Ken, just – I appreciate it. And I will get off my soapbox. Jim, take it, please.

Jim Hoffa:

All right. Well, thanks for all of our directors for those excellent reports. I think these calls are important for us during these times. So, we're talking to each other. The locals are talking to directors. All of this is important, that we keep in contact right now. And we can do it through Zoom; we can do it through conference calls. Call the directors and the directors are calling the joint councils. They're calling the people in their division. That's all important so we all are on the same page. I think that's important.

One of the things that people are asking about is the Unity Conference, which is scheduled for May, the third week of May. We're getting late in that. We're talking to the hotel. We all know what's going on. We've talked to Tommy Blitsch about what's going on in Las Vegas. And we haven't made a decision yet but we're very, very close because we're talking to the hotels. So, I would say don't make any airplane reservations. We're probably going to have an announcement on it this week on the Unity Conference, because I know a lot of people want to know what's going on. That's something – everything – it's like everything with

this pandemic: Everything is week to week. We are all over the issue of the Unity Conference and our status there and we will have a decision this week. So, we're working on that.

The other thing is let's keep up this kind of conversation, this type of communication. I'm so proud of what we're doing, what the joint councils are doing. I'm hearing from the joint councils. I'm hearing from the local unions. I'm hearing from the directors. The directors are key here, whether they're division directors, department directors, my office, the general president's office, or the secretary-treasurers office. If you have a question, if you need any help, call us. We are there for you. That's the most important thing.

And the other thing I want to end with is they say we're essential services. Man, it has never been clearer that the Teamsters are essential to this economy. I mean, we're in the forefront of delivering not only food and supplies and everything that America works – PPE – whether it's masks or whether it's food or whatever it is – we are in the forefront. And we're really proving what the Teamsters are all about. Teamsters have a big heart. We believe in what we're doing. And we're Teamster Proud. I'm so proud of all of you. Let's keep up the good work. We're going to be great. Thank you very much.

[End of Audio]